2017 Annual Report
Assisting Our Post 9/11 Service Members to Find Their Next Career
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American Corporate Partners
2 Grand Central Tower
140 E 45 Street, 19A
New York, New York 10017
acp-usa.org
Mission
We are a nationwide, nonprofit organization dedicated to assisting veterans in their transition from the armed services to the civilian workplace.

With the help of corporate professionals, ACP offers veterans career guidance and development through mentoring, career counseling and networking opportunities.

ACP provides the American people a unique volunteer opportunity to assist our returning military.

History
Founder Sidney E. Goodfriend launched American Corporate Partners on Labor Day 2008 with the help of six founding Partner Companies, who provided funding and volunteer Mentors.

ACP currently has more than 3,000 veterans paired one-on-one with Mentors from more than 70 of America’s top companies, universities and hospitals.

Vision
We believe that the most significant issue facing our returning service members is not unemployment - it’s underemployment. ACP focuses on helping veterans find meaningful employment opportunities and develop long-term careers through professional development and mentorship.

Since its founding, ACP has focused on expanding its number of Partner Companies, reaching out to a larger number of returning service members and designing new programs and initiatives to help a growing number of returning veterans.
Dear Friends of ACP,

As ACP approaches its tenth anniversary this September, we are grateful for all of the Protégés, Mentors and Partner Companies and other supporters who have enabled us to grow from modest beginnings in 2008. We started with six founding Partner Companies and free office space and have grown into a maturing nonprofit with more than 70 Partner Companies and a staff of 40. While we have grown rapidly in the past few years, we've never lost sight of our singular focus on helping veterans find meaningful careers. ACP seeks to combat veteran underemployment by bringing together the military and business communities for mentorship, networking and career counseling.

To the best of our knowledge, ACP is the only organization assisting post-9/11 veterans in their transitions through high-touch, customizable mentorships with leaders in the private sector. More than 70% of our veteran applicants don't know what they want to do post military service and are looking to explore what career opportunities exist. Our Mentors generously give their time and talent to help veterans navigate a successful transition into a rewarding civilian career, stepping in to fill the gaps where MOS translators and job fairs can fall short.

The need for private sector transition assistance continues to grow. In 2017, ACP’s Veteran Mentoring Program saw a 21% increase in veteran participants and ended the year with nearly 3,000 veterans paired nationwide and more than 12,000 veteran alumni.

Our ACP Citizens Program invites individuals not affiliated with our Partner Companies an opportunity to be mentors. This initiative continues to expand rapidly, and we launched new giving opportunities for interested individuals outside our Partner Companies to mentor, sponsor or do both. Our ACP Women’s Program completed its second year, and we’ve assisted more than 1,000 women veterans since launching the initiative at the Pentagon in 2016.

In 2018, we plan to continue this upward trajectory and we are most appreciative of the generous support we continue to receive. We thank you for your time, energy and resources, which makes all of this possible. We look forward to another great year of serving those who have served us.

Sincerely,

Sidney E. Goodfriend
Founder and Chairman

Colleen Deere
Executive Director
### Measurable Impact

#### What Does A Successful Mentorship Look Like?

Throughout each mentorship, ACP surveys our Protégés to measure their satisfaction with our program. Since the program’s inception, ACP has received 10,412 responses to the survey.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>67%</td>
<td>Improved résumé &amp; interview skills</td>
</tr>
<tr>
<td>65%</td>
<td>Learned about career opportunities</td>
</tr>
<tr>
<td>64%</td>
<td>Built a professional network</td>
</tr>
<tr>
<td>61%</td>
<td>Translated military experience into civilian terms</td>
</tr>
<tr>
<td>59%</td>
<td>Refined civilian career goals</td>
</tr>
<tr>
<td>41%</td>
<td>Discussed work/life balance</td>
</tr>
<tr>
<td>37%</td>
<td>Searched for job opportunities</td>
</tr>
<tr>
<td>10%</td>
<td>Learned how to start or grow a small business</td>
</tr>
</tbody>
</table>

**98% of Protégés would recommend ACP to a fellow veteran**

<table>
<thead>
<tr>
<th>Numbers</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,538</td>
<td>Protégés Obtained meaningful employment during their mentorship in 2017</td>
</tr>
<tr>
<td>82%</td>
<td>82% of Protégés Obtained Employment at Top Companies Such As:</td>
</tr>
<tr>
<td>$83,595</td>
<td>$83,595 Average Starting Salary</td>
</tr>
</tbody>
</table>

- AECOM
- AIG
- AT&T
- Bloomberg
- Colgate-Palmolive
- Deloitte
- Fidelity Investments
- HCA
- International Paper
- Johnson & Johnson
- Johnson Controls
- Lockheed Martin
- Mastercard
- Northrop Grumman
- Raytheon
- UBS
- UPS
- USAA
- Wells Fargo

ACP’s salary estimate for Protégés who obtained a job in 2017

Who obtained jobs are still with the same company one year later
Protégés* based on 2017 veteran applicant pool

**Branch of Service**

- **44%** U.S. Army
- **22%** U.S. Navy
- **16%** U.S. Marine Corps
- **16%** U.S. Air Force
- **2%** U.S. Coast Guard

**Average Age:** **35**

- **Age 30 or Younger:** **25%**
- **Age 40 or Older:** **32%**

**Rank**

- **Officer (33%)**
- **Enlisted (67%)**

**Level of Education**

- **Graduate degree or above (28%)**
- **Bachelor’s degree (34%)**
- **Less than a four-year degree (38%)**

**Gender**

- **Women (16%)**
- **Men (84%)**

**Towns and Cities Where Protégés are Located**

- U.S. Army: **16%**
- U.S. Marine Corps: **22%**
- U.S. Navy: **16%**
- U.S. Air Force: **2%**
- U.S. Coast Guard: **2%**
Throughout each mentorship, ACP surveys our Mentors to measure their satisfaction with our program. In 2017, ACP received responses from more than 2,000 Mentors.

- **99%** of Mentors are glad their company participates with ACP
- **99%** would recommend ACP to a colleague
- **98%** would consider being a Mentor with ACP again

### Top Industries Represented by Mentors from our 70+ Partner Companies
- Finance
- Project Management
- Information Technology
- Manufacturing
- Operations
- Business Development
- Small Business

### Top Industries Represented by Mentors from our Citizens Program
- Cyber Security
- Project Management
- Construction
- Logistics
- Business Development
- Small Business
- Engineering

**31%** of ACP Mentors are veterans

**Gender**

- **Women (32%)**
- **Men (68%)**

**Towns and Cities Where Mentors are Located**

- Less than 15 towns and cities
- 120+ towns and cities
“Sharon has been a tremendous help over the past few months as I have gone through my transition from the military. We met at an ACP Women’s Veteran Mentoring Program networking event, and since then, we have connected regularly. She has also linked me up with different organizations and people in her network.”

- Mercedes E., New York, NY, U.S. Marine Corps

“Wenny has been a pleasure to work with and has provided targeted guidance to help me get to this point. Wenny and I are having productive discussions helping me discern a good career fit and a ‘working identity.’ This program has been instrumental in helping me find employment.”

- Travis C., San Diego, CA, U.S. Navy

“Everything concerning the ACP mentorship with Tim has been great! He has supported me through a recent move, taking and passing my PMP exam and he has helped prepare me for multiple interviews, which ultimately led to an offer for a Supply Chain Senior Associate position that I recently accepted.”

- Charles H., Harker Heights, TX, U.S. Army

“ACP did a great job matching a good Mentor with my goals. My Mentor has been extremely resourceful and valuable to me. I am currently working on a business plan that she will review and give me her feedback on. I would recommend this program to any veterans transitioning or starting a business.”

- Maria M., Broken Arrow, OK, U.S. Army Reserve
“It has really been a great partnership so far. Natasha has helped me with my résumé, cover letter and has even recommended some great books to read. We talk for about an hour or more each time, and it has been very helpful. We also utilize a lot of the resources that ACP provides for various avenues of exploration.”

- Rebecca C., Charlotte, NC, U.S. Army

“Thank you so much for connecting me with Allison. She is the best! She is doing more than I could have ever expected. She helped me refine my interviewing skills which were not very good. Together we prepared for an interview for a volunteer position at the NIH, a role that I was later offered!”


“Brian has helped me explore a number of different LinkedIn forums and prepared me for the job hunt. We have developed not just a wonderful working connection but a true friendship! It is obvious to me that he has my best interests at heart. ACP is a phenomenal program that paired me up with an incredible Mentor.”

- Vincent C., Springfield, VA, U.S. Army

“Beth has been an incredible resource and so helpful to me. I have some opportunities on the horizon, one being a private sector contract, the other being a state position. She helped me explore the pros and cons of each and how they might impact future career progression. Beth is great and full of insight.”

- Noah R., La Mesa, CA, U.S. Marine Corps
ACP’s Citizens Mentoring Program invites individuals not affiliated with our Partner Companies an opportunity to be mentors. This initiative continued to find new ways to engage and support Mentors from beyond ACP’s Partner Companies to meet the diverse career interests of our Protégés. They created new giving opportunities for individuals or foundations to sponsor a Fire Team, Squad or Platoon of mentorships at the level of 5, 10 and 25 mentorships, respectively. Additionally, ACP’s Citizens Mentoring Program hosted its first fundraising event and initiated quarterly roundtable meetings to discuss how best to engage new Mentors and supporters in key industries.

The Citizens Mentoring Program team looks forward to strengthening and expanding these efforts in 2018 to create new partnerships and provide Mentors in high-demand career fields, such as real estate and cyber security.

### The Ideal Mentor

<table>
<thead>
<tr>
<th>35+ years of age</th>
<th>8+ years experience</th>
<th>12 sessions per year</th>
</tr>
</thead>
<tbody>
<tr>
<td>The average age of our Protégés is 35</td>
<td>To lend your guidance to a veteran Protégé</td>
<td>Pairs commit to one conversation per month</td>
</tr>
</tbody>
</table>

### Citizens Program Sponsors

- **Fire Teams:** 16
- **Squads:** 8
- **Platoons:** 7

### Citizens Mentoring Program Events:

**October - New York, NY**

The Citizens Mentoring Program held its first Roundtable discussion with nine influential individuals on ways to grow the Citizens Program. Topics included expanding ACP’s network and areas to explore in new industries. Roundtables will continue to meet on a quarterly basis in 2018.

**November - Washington, D.C.**

The Reserve Officers Association hosted ACP and supporters to celebrate ACP’s Mentoring Program, announce ACP’s partnership with the American Academy of Orthopedic Surgeons and raise funds to support Citizens Program mentorships.

For more information, email Tim Cochrane at tcochrane@acp-usa.org
Women’s Veteran Mentoring Program

Since launching in 2016 at the Pentagon, more than 1,000 female Veterans have participated in ACP’s Women’s Veteran Mentoring Program. In 2017, the Women’s Veteran Mentoring Program continued its mission to support the unique transitions of female veterans. They hosted several networking events and conference calls with ACP Mentors. The Women’s Veteran Mentoring Program will continue exploring new ways to engage and support more female Veterans in 2018.

2017 Conference Call Topics

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic</th>
<th>Speaker(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>Planning for the Year Ahead</td>
<td>Nancy Halpern, Ellevate Network</td>
</tr>
<tr>
<td>April</td>
<td>Confidence and Rejection in Corporate America</td>
<td>Terri Clark, Ellevate Network</td>
</tr>
<tr>
<td>May</td>
<td>Finding the Right Corporate Fit</td>
<td>Sharon Mahn, Ellevate Network</td>
</tr>
<tr>
<td>June</td>
<td>Effective Civilian Management</td>
<td>Traci Earls, Cargill</td>
</tr>
<tr>
<td>August</td>
<td>Navigating and Advancing in a Male Dominated Field</td>
<td>Mari Kay, General Motors</td>
</tr>
<tr>
<td>September</td>
<td>Serving up Feedback, One BITE at a Time</td>
<td>Amy C. Waninger, Liberty Mutual</td>
</tr>
<tr>
<td>October</td>
<td>Managing Up, Across and Down</td>
<td>Martha Johnson, ACP Advisory Council Member</td>
</tr>
<tr>
<td>December</td>
<td>Preparing for Your Year End Review</td>
<td>Michelle Hughes, USAA</td>
</tr>
</tbody>
</table>

Networking Events

<table>
<thead>
<tr>
<th>Month</th>
<th>Location</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>March</td>
<td>Washington, D.C. and Raleigh, NC</td>
<td>In honor of the Women’s Veteran Mentoring Program’s one-year anniversary, Arconic hosted a panel discussion and networking event of senior female Mentors at their D.C. office to provide advice on the military to civilian transition.</td>
</tr>
<tr>
<td>September</td>
<td>Annapolis, MD</td>
<td>ACP Advisory Council Member Martha Johnson hosted 20 female Mentors and Protégés in her home to discuss the transition process as a woman and to provide additional support.</td>
</tr>
</tbody>
</table>
**Events**

**February:** ACP and Occidental Petroleum (Oxy) hosted the first webcast event in ACP’s Industry Exploration Webcast Series. More than 100 veterans tuned in to learn about career opportunities at Oxy and in the oil and gas industry. Panelists answered questions from veteran attendees around the country. Oxy invited interested veterans to apply to open positions.

**March:** Credit Suisse hosted a mock interview and networking session for ACP Protégés. Opening remarks were made by John Toronto, Managing Director and ACP Mentor. ACP Protégés engaged in mock interviews and received direct feedback from employee volunteers. Following the interviews, participants enjoyed a networking reception.

**March:** To celebrate the first anniversary of ACP’s Women’s Veteran Mentoring Program, ACP Protégés in the Raleigh area met at a local bar and bonded over drinks and food. Protégés exchanged contact information and will continue to network and share insight into the transition process.

**March:** Local veterans and professionals gathered at Cargill in Minneapolis, MN for a networking event. Presenters spoke about how veterans can translate their skills to roles at their respective companies. The evening concluded with a networking cocktail reception.
November: Bloomberg hosted a panel discussion on connecting military experience with the civilian workplace. Panelists discussed the various positive aspects of hiring, training and mentoring transitioning service members.

October: Wells Fargo hosted a live webcast event to introduce veterans to the vast array of careers available at the company and describe the job search and hiring process. Panelists spoke about their personal experiences working at Wells Fargo and the value veterans can bring to the company. Following the event, veteran attendees were invited to connect with a Wells Fargo recruiter for a one-on-one conversation.

November: Morgan Stanley hosted a professional development and networking event in Baltimore and New York City with a panel discussion on the transition process and translating military skills. After the panel, guests participated in discussions with Morgan Stanley employees and ended the evening with an open networking reception.

June: ACP’s Founder and Chairman Sid Goodfriend presented the ACP Award for Excellence in Veteran Engagement and Integration to the Chairman and CEO of AT&T, Randall Stephenson at AT&T Headquarters in Dallas, Texas. This award is given to a company and its CEO who lead by example in the recruiting, hiring, training and retention of returning U.S. veterans so they can develop lasting careers.
ACP AdvisorNet is an online community that connects all veterans, regardless of service dates or duration, with professionals in the fields that interest them. Anyone with professional experience can sign on and answer questions, provide advice or post jobs for ACP AdvisorNet’s veteran community.

A million of America’s finest are coming home over the next five years. You can play a meaningful role in their transition by offering career guidance on the go with ACP AdvisorNet!

**Features to Explore:**

- Connect veterans with Advisors from **thousands of companies**, including Fortune 500 firms and independent small businesses.

- Use the interactive map to **expand your veteran and civilian network** and search users by zip code, expertise, branch of service and experience level.

- Exchange **private messages** for in-depth mentoring conversations at your own pace.

- Post **job listings** for interested veterans, and use your Advisor account to communicate with veterans directly.

acp-advisornet.org
ACP is grateful to the following companies for providing Mentors, funding and in-kind donations to ACP’s programs. Thank you.
### Leadership & Staff

#### Board of Directors
- Sidney E. Goodfriend, Chairman
- Daniel H. Bayly
- Cathy Benko
- John D. Bergen
- Thomas P. Bostick
- Alvin H. Brown
- Mark F. Erickson
- Lori B. Feinsilver
- James Flaherty
- Amy O. Goodfriend
- Gerald Greenwald
- Daniel H. Bayly
- Lori B. Feinsilver
- Charlotte Moss
- John H. Myers
- Barbara Scanlon
- Sidne E. Goodfriend, Chairman
- Mark F. Erickson
- Joel Molinoff
- Cathy Benko
- James Flaherty
- Joel Molinoff
- Thomas P. Bostick
- Amy O. Goodfriend
- John H. Myers
- Alain Lebec
- Charlotte Moss
- Barbara Scanlon

#### Advisory Council
- Jesse Angelo
- David Axelrod
- Howard B. Bromberg
- Raymond F. Chandler III
- Margaret Cosentino
- Ann Dunwoody
- Christy Ferer
- Lawrence Jacobs
- Martha Johnson
- John M. Keane
- William Kristol
- Robert J. Kueppers
- Joseph E. Martz
- Mary Jo Myers
- Richard B. Myers
- Michael A. Neal
- Robert Norsworthy
- Raymond T. Odierno
- Peter Pace
- David H. Petraeus
- Michael Quinn
- Karl Rove
- George Sorial
- Jon Stewart
- Lawrence H. Summers
- Terri Tierney Clark
- Tom Troy
- Paul Wolfowit

#### ACP Staff

**ACP Management Team:**
- Sidney E. Goodfriend, Founder and Chairman
- Colleen Deere, Executive Director
- Timothy Cochrane, President, ACP Citizens Program
- Jenny duPont, Vice President, Corporate Relations
- Allison Basco, Manager, Mentoring Program
- Kathleen Dunn, Manager, Operations
- Samantha Greenberg, Manager, Mentoring Program
- Kay McGowan, Manager, Corporate Relations

**Senior Operations Associates:**
- Konstantin Cherco
- Josh Chrisman
- Jonathan Cutler
- Genevieve Gillespie
- Lauren Gilmartin
- Avi Mayville
- Richard Morin
- Lindsey Perotti

**Operations Associates:**
- Bernard Agrest
- Avital Elkayam
- Shay Islam
- Ashley Prather
- Chris Barrett
- Molly Fortunoff
- Andrew Klarman
- Robert Rahni
- Sarah Bass
- Joseph Hawthorne
- Laura Kuhn
- Kate Ramp
- Taylor Boggio
- Megan Heaning
- Krista Loven
- Shane Salanger
- Jessica Ciemniecki
- Caitlin Hearle
- Yasmina Madeira
- Erik Schlecter
- Maddie Coffin
- Florjan Hyka
- Megiana Maska
- Jillian Szewczak

Current as of June 2018

Email: info@acp-usa.org
Facebook: facebook.com/americancorporatepartners
LinkedIn: American Corporate Partners
Below is a financial summary for the fiscal year ending December 31, 2017.

**ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$3,476,449</td>
</tr>
<tr>
<td>Restricted cash - certificate of deposit</td>
<td>$303,758</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>$27,154</td>
</tr>
<tr>
<td>Property and equipment, net of accumulated depreciation of $266,080</td>
<td>$285,808</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$4,093,169</strong></td>
</tr>
</tbody>
</table>

**LIABILITIES AND NET ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Liabilities (Accounts payable and accrued expenses)</td>
<td>$188,851</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$4,093,169</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$4,093,169</strong></td>
</tr>
</tbody>
</table>

**CONTRIBUTIONS AND OTHER INCOME**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants in Cash</td>
<td>$3,362,753</td>
</tr>
<tr>
<td>In-Kind Donations</td>
<td>$0</td>
</tr>
<tr>
<td>Interest Income</td>
<td>$4,641</td>
</tr>
<tr>
<td><strong>Total Contributions and Other Income</strong></td>
<td><strong>$3,367,394</strong></td>
</tr>
</tbody>
</table>

**EXPENSES**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
<td>$3,210,551</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$29,126</td>
</tr>
<tr>
<td>Support Services</td>
<td>$320,154</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$3,559,831</strong></td>
</tr>
</tbody>
</table>

**CHANGE IN NET ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets, Beginning of Year</td>
<td>$4,096,755</td>
</tr>
<tr>
<td>Net Assets, End of Year</td>
<td>$3,904,318</td>
</tr>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td><strong>($192,437)</strong></td>
</tr>
</tbody>
</table>

A copy of the complete audit is available upon request.